The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

A3940-24 4/86

CPC Salary Survey

A study of 1985-1986 beginning offers / March 1986

Now, more than ever, there is reason to be optimistic about the economic expansion's durability. The stock market boom and declining interest rates are boosting consumer spending, homebuilding, and capital investment. These pluses, all shaping up at the same time, will undoubtedly benefit the economy. Everything appears in place to sustain the current upward momentum.

That momentum is reflected in this March report. Most disciplines continued to record measured gains in starting rates since the year-end report in July. Of the 21 disciplines at the bachelor's level with a sufficient number of offers to allow meaningful comparisons, 15 registered increases in starting salary averages since July. Six disciplines are still below last year's closing figures.

While the collapse of oil prices has jolted domestic petroleum producers, it has not yet had an effect on starting rates of petroleum engineering graduates. Offers in this category have made steady progress this year and continue to top the salary chart, registering a particularly strong 6.9 percent increase since the July closing report. The current average is $2,762 per month.

Although chemical engineering experienced a drop in the number of reported offers compared with a year ago, the starting salary has not been adversely affected. The monthly average rose 3.8 percent since July to $2,459.

Electrical engineering shook off the sluggishness in starting rates reported earlier this year. The monthly average increased 1.5 percent to $2,317.

Most disciplines registered gains of more than 1 percent to 3 percent. Two disciplines, computer science and accounting, recorded slightly better than average increases. Computer science rose 4.8 percent since July, bringing the monthly salary average to $2,181. Accounting, at $1,767 per month, reported a 4.1 percent gain and was one of the few disciplines with the same number of offers as a year ago.

The other business disciplines split the ticket. Marketing and distribution registered a 2.5 percent gain in starting salary, while business administration fell short both in volume of offers and dollar value of offer. At $1,628 per month, this category remains slightly below the year-end figure reported in July.

At the master's level, the number of offers was also below last year's figure. In terms of starting salaries, the engineering disciplines fared best, with all reporting gains since the July report.

Similar to the bachelor's level, the two master's disciplines experiencing slightly higher than average salary increases were computer science and accounting. Computer science registered a 5.7 percent gain, bringing the monthly average to $2,730. Accounting showed a healthy 4.4 percent increase to $2,146 per month.

The March report covers the period from September 1, 1985, through March 7, 1986. The data include offers made to students graduating between September 1, 1985, and August 31, 1986. The 183 placement offices at the 161 participating colleges and universities reported 12,439 bachelor's offers, 1,454 offers to inexperienced and 227 offers to experienced master's degree candidates, and 202 doctoral offers.

Additional copies of this report may be obtained for $1.50 each.

Judith O'Flynn Kayser
Manager, Statistical Services

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 183 placement offices at 161 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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ISSN 0196-1004

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers March 1986	Number of Offers March 1985	Average $ Offers March 1986	Average $ Offers July 1985	Percent Change in $ Offers from July 1985	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	3,268	3,269	$1,767	$1,697	4.1%	$1,975	$1,750	$1,583
Business Administration & Mgmt.	574	1,081	1,628	1,636	— 0.5	2,075	1,584	1,250
Management Information Systems	284	N/A	1,895	N/A	N/A	2,250	1,950	1,435
Marketing & Distribution	577	583	1,587	1,548	2.5	1,916	1,583	1,250
Humanities and Social Sciences								
Economics[1]	116	130	1,625	1,729	— 6.0	2,041	1,584	1,200
Humanities	126	246	1,464	1,461	0.2	1,917	1,417	1,100
Social Sciences	174	314	1,460	1,545	— 5.5	1,966	1,417	1,000
Engineering								
Aerospace & Aeronautical	215	192	2,274	2,230	2.0	2,513	2,300	1,950
Chemical	579	724	2,459	2,369	3.8	2,608	2,500	2,256
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	507	395	2,007	1,969	1.9	2,375	1,986	1,750
Electrical (incl. Computer Engrg.)	2,510	3,416	2,317	2,283	1.5	2,554	2,375	1,930
Geological	12	28	2,105	2,105	*	*	*	*
Industrial	421	435	2,248	2,191	2.6	2,500	2,292	1,930
Mechanical	1,391	1,873	2,307	2,259	2.1	2,550	2,340	2,000
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	81	96	2,319	2,279	1.8	2,500	2,350	2,140
Mining & Mineral	3	15	1,844	2,190	*	*	*	*
Nuclear (incl. Engrg. Physics)	38	36	2,277	2,283	— 0.3	2,499	2,329	1,933
Petroleum	168	186	2,762	2,583	6.9	2,900	2,833	2,400
Engineering Technology	219	289	2,184	2,137	2.2	2,400	2,225	1,800
Sciences								
Agricultural Sciences	78	83	1,580	1,474	7.2	2,100	1,500	1,126
Allied Health Professions	11	91	1,644	1,780	*	*	*	*
Biological Sciences	16	40	1,617	1,433	*	*	*	*
Chemistry	43	58	1,959	1,897	3.3	2,375	2,040	1,400
Computer Science	887	1,250	2,181	2,082	4.8	2,500	2,208	1,833
Mathematics	95	99	2,017	2,047	— 1.5	2,500	2,083	1,485
Other Physical & Earth Sciences	46	66	1,909	1,945	— 1.9	2,415	2,100	1,167
	12,439	14,995						

N/A — No historic data available

* Not computed for fewer than 20 offers.

[1] Includes economics programs with both business and social science orientation.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas - Fayetteville
Auburn

Baylor
Bentley
Boston
Bridgeport
Brigham Young
Brown
Bucknell

Calif. Inst. Tech.
California - Los Angeles
Calif. Poly State - San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly - Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado

Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell

Dartmouth
Delaware
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.

East Texas State

Fairleigh Dickinson - Teaneck
Florida A & M

George Washington
Georgia
Georgia Tech
Grambling State
Grove City

Houston

Idaho
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
Iowa - Engineering

Iowa State
—Engineering
—Science, Humanities

Jackson State
Johnson & Wales

Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky

Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech

Maine - Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering
—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Mount Holyoke

Nebraska - Lincoln
Nevada - Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northern Colorado
Northwestern
Northwestern
—Kellogg Grad Sch.

Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
—Engineering
—Univ. Placement
Oregon
Oregon State

Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland State
Princeton
Purdue

Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick

San Diego State
San Jose State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Southwest Missouri State
Stanford
SUNY - Buffalo

Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M

Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane

Union
Utah
Utah State

Vanderbilt
Vanderbilt - Owen Grad Sch.
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech

Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Washington Univ. - Sch. of Bus.
Wayne State
West Virginia
Western Washington
Williams
Wisconsin - Madison
—Arts
—Business
—Engineering
Worcester Poly.

Yale - Org. & Mgmt.

AVERAGE MONTHLY SALARY OFFERS

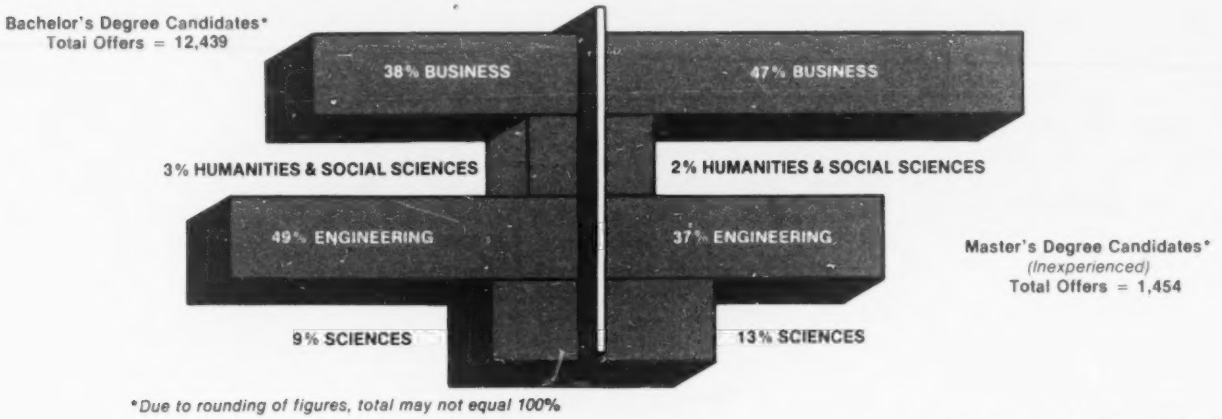
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Occupational Title For All Types of Employers	Number of Offers March 1986	Number of Offers March 1985	Average $ Offers March 1986	Average $ Offers July 1985	Percent Change in $ Offers from July 1985	Percentiles 90th	Percentiles 50th	Percentiles 10th
Administrative & Management Occupations								
Accountants & Auditors	3,229	3,416	$1,768	$1,705	3.7%	$1,975	$1,750	$1,583
Business Administration	176	656	1,614	1,635	— 1.3	2,083	1,666	1,042
**Financial Analysts (*Finance & Economics*)	78	271	1,761	1,743	1.0	2,166	1,833	1,250
Management Trainee	745	N/A	1,621	N/A	N/A	2,145	1,541	1,200
Personnel & Labor Relations	39	75	1,598	1,680	— 4.9	2,000	1,600	1,100
Computer & Mathematical Occupations								
Computer Programmers	535	N/A	2,073	N/A	N/A	2,420	2,100	1,667
**Computer Scientists (incl. Systems Analysts) (*EDP-Programming/Systems*)	650	1,393	2,190	2,107	3.9	2,500	2,222	1,833
Mathematicians/Statisticians	57	59	1,899	1,938	—2.0	2,500	1,916	1,485
Marketing & Sales Occupations								
**Advertising/Marketing (*Merchandising/Sales Promotion*)	126	530	1,647	1,501	9.7	2,083	1,666	1,250
**Retail/Wholesale Sales (*Sales—Nontechnical Degree*)	375	432	1,618	1,593	1.6	1,954	1,600	1,250
Technical Sales	126	55	1,769	2,167	—18.4	2,335	1,671	1,333
All Other Occupations								
Communications Occupations	53	133	1,648	1,635	0.8	2,283	1,620	1,126
Engineers (Engrg. Degree Required)	5,898	7,157	2,306	2,265	1.8	2,567	2,350	1,930
Farm & Natural Resources Mgmt.	26	37	1,640	1,466	11.9	2,291	1,475	1,126
Health-Related Occupations	22	108	1,503	1,704	—11.8	2,070	1,470	1,166
Insurance & Real Estate Occupations	52	N/A	1,676	N/A	N/A	2,083	1,623	1,400
**Production Occupations (*Manufacturing &/or Industrial Operations*)	84	218	1,979	2,082	— 5.0	2,416	2,056	1,300
Researchers—Nonscientific	24	55	1,701	1,882	— 9.6	2,100	1,653	1,167
Researchers—Scientific	88	160	2,066	2,030	1.8	2,591	2,100	1,250
**Social Workers & Recreational Workers (*Community & Service Orgs. Work*)	28	61	1,336	1,268	5.4	1,806	1,325	962
Transportation & Distribution	28	N/A	1,742	N/A	N/A	2,167	1,775	1,167
	12,439	14,816#						

**Category name changed; the bracketed name indicates former category, on which historical data are based. See enclosed definitions.
N/A— No historic data available.
Total does not include the categories of Rotational Training—Technical and Nontechnical, which have been deleted from this year's report.

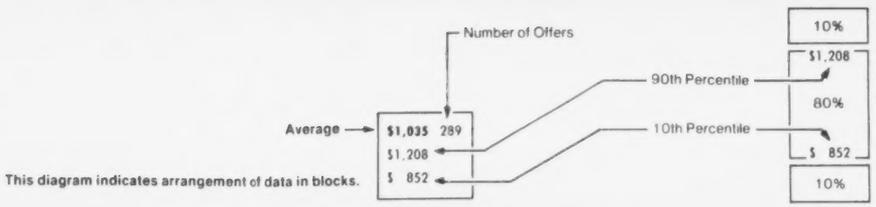
PROPORTION OF OFFERS BY CURRICULAR AREA



Due to rounding of figures, total may not equal 100%

Monthly beginning salary offers to all candidates by curriculum and employer

March 1986 ■ Data combined for men and women



The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

NONTECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL											GOVT ■ NONPROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace[1]	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Computers[2] & Business Machines	Electrical &[1] Electronic Mach. & Equip.	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Utilities—Public (incl. Transportation)	Federal Government	Local/State Government	Nonprofit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,774 2,776 $1,975 $1,608	$1,596 49 $1,916 $1,300	$1,641 60 $1,915 $1,300	$1,768 20 $1,900 $1,625	$1,637 9	$1,407 6	$1,830 23 $2,083 $1,642	$1,910 12	$1,765 25 $1,900 $1,500	$1,792 26 $2,000 $1,445	$1,829 9	$1,696 5	$1,869 133 $2,000 $1,715	$1,846 4	$1,755 39 $1,953 $1,583	$1,488 24 $1,691 $1,200	$1,563 43 $1,730 $1,381	$1,483 5
Business Administration & Management	$1,858 10	$1,599 97 $2,083 $1,200	$1,510 220 $1,833 $1,200	$1,867 30 $2,208 $1,680	$1,753 10	$1,768 11	$1,889 18	$1,562 35 $1,975 $1,250	$1,762 23 $2,083 $1,333	$1,751 37 $2,208 $1,335	$1,810 12		$1,937 20 $2,100 $1,700	$1,503 5	$1,780 19	$1,405 15	$1,603 8	$1,415 4
Management Information Systems	$1,960 27 $2,208 $1,667	$1,756 42 $2,000 $1,417	$1,728 54 $2,200 $1,200	$2,067 18	$1,773 4	$1,950 2	$2,169 6	$1,938 25 $2,475 $1,500	$1,857 14	$1,946 7	$1,813 6	$2,000 4	$2,110 38 $2,300 $1,860	$1,796 10	$2,064 20 $2,400 $1,750	$1,350 2	$1,773 1	$1,519 4
Marketing & Distribution	$1,617 6	$1,410 22 $1,666 $1,000	$1,542 321 $1,833 $1,250	$1,704 6	$1,632 13	$1,742 9	$1,726 22 $1,910 $1,500	$1,575 36 $1,833 $1,416	$1,663 35 $1,910 $1,280	$1,653 31 $1,858 $1,450	$1,707 24 $1,850 $1,500	$1,643 9	$1,861 14	$1,625 4	$1,783 15	$1,340 6	$1,390 3	$1,583 1
Economics	$1,833 7	$1,600 30 $2,200 $1,250	$1,486 35 $1,833 $1,000	$1,800 2	$2,542 2	$1,520 1		$1,567 5	$1,300 2	$1,723 5	$1,708 2		$1,867 2	$1,783 16	$2,067 1	$1,440 4	$1,708 1	$1,200 1
Humanities	$1,979 2	$1,479 8	$1,427 66 $1,833 $1,100				$1,678 9	$1,398 4	$1,742 4	$1,386 4				$1,374 6	$1,594 4	$1,198 2	$1,446 5	$1,421 12
Social Sciences	$1,875 1	$1,456 12	$1,426 80 $1,667 $1,000	$1,824 5	$1,648 5	$1,417 1	$1,570 2	$1,342 2	$1,747 4	$1,574 12	$1,879 4			$1,608 6	$1,200 1	$1,317 8	$1,350 14	$1,311 17
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Nontechnical Undergraduate Degree	$2,165 111 $2,417 $1,911	$2,340 73 $2,917 $1,710	$2,068 26 $2,404 $1,500	$2,168 2	$2,317 3	$1,667 1	$2,928 9	$2,475 4	$2,008 3	$2,466 15	$2,153 3		$2,337 15	$2,172 11	$2,155 6	$1,691 2	$1,500 1	$2,250 1
MBA—Technical Undergraduate Degree	$2,311 6	$2,726 7	$2,495 5	$2,125 2	$3,000 2		$2,420 1	$2,620 1	$2,627 4	$2,425 1			$2,709 4	$2,561 11	$3,100 1	$2,225 2		
BACHELOR'S SUMMARY																		
Nontechnical Curricula	$1,776 2,829 $1,980 $1,608	$1,598 260 $2,000 $1,200	$1,530 836 $1,900 $1,200	$1,871 81 $2,200 $1,666	$1,718 43 $2,000 $1,300	$1,680 30 $2,033 $1,417	$1,817 80 $2,167 $1,500	$1,671 119 $2,041 $1,333	$1,733 107 $2,010 $1,333	$1,716 122 $2,175 $1,400	$1,771 57 $2,000 $1,500	$1,737 18	$1,919 207 $2,138 $1,708	$1,682 51 $2,000 $1,100	$1,817 99 $2,175 $1,500	$1,413 61 $1,583 $1,199	$1,517 75 $1,773 $1,175	$1,393 44 $1,800 $1,042
Technical Curricula	$2,097 75 $2,292 $1,916	$1,867 85 $2,300 $1,458	$2,174 228 $2,517 $1,508	$2,338 1,585 $2,540 $2,141	$2,329 330 $2,550 $2,056	$2,077 297 $2,425 $1,792	$2,399 612 $2,555 $2,170	$2,295 337 $2,500 $2,050	$2,341 1,114 $2,516 $2,125	$2,268 170 $2,550 $1,583	$2,387 161 $2,550 $2,167	$2,297 105 $2,500 $2,083	$2,546 636 $2,850 $2,206	$2,206 209 $2,550 $1,820	$2,315 461 $2,500 $2,042	$1,866 670 $2,178 $1,559	$1,839 203 $2,100 $1,575	$1,883 42 $2,417 $1,167

[1]Category name change. See enclosed definitions. [2]New category. See enclosed definitions.

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING & INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace[1]	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Computers[2] & Business Machines
Aerospace & Aeronautical Engineering			$2,666 1	$2,315 166 $2,517 $2,075	$2,281 9	$1,853 3		$2,405 3
Chemical Engineering	$2,000 1	$2,084 2		$2,295 12	$2,400 8	$2,458 5	$2,476 258 $2,558 $2,390	$2,223 4
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)		$1,750 1	$2,[illegible] 11	$2,362 11	$2,023 5	$1,997 171 $2,200 $1,800	$2,311 7	$2,350 1
Electrical Engineering (incl. Computer Engrg.)	$2,150 9	$2,091 9	$2,332 73 $2,517 $2,000	$2,390 702 $2,578 $2,167	$2,420 71 $2,595 $2,210	$2,335 29 $2,625 $1,930	$2,482 56 $2,650 $2,330	$2,381 156 $2,525 $2,250
Geological Engineering						$1,950 2		
Industrial Engineering	$2,153 20 $2,342 $1,925	$1,918 1	$2,211 8	$2,291 57 $2,470 $2,125	$2,318 22 $2,517 $2,166	$2,284 11	$2,369 52 $2,500 $2,275	$2,193 27 $2,459 $1,867
Mechanical Engineering		$1,958 3	$2,273 13	$2,333 324 $2,500 $2,200	$2,333 170 $2,550 $2,100	$2,170 45 $2,458 $1,600	$2,448 125 $2,625 $2,340	$2,326 22 $2,459 $2,250
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,262 15	$2,369 13		$2,353 8	
Mining & Mineral Engineering								
Nuclear Engineering (incl. Engrg. Physics)				$2,296 2		$2,250 1	$2,367 3	
Petroleum Engineering		$2,000 1	$2,800 1		$2,300 1		$2,250 2	
Engineering Technology		$1,513 2	$1,997 3	$2,221 92 $2,381 $2,025	$2,215 12	$2,012 22 $2,300 $1,712	$2,262 6	$2,157 6
Agricultural Sciences		$1,575 10	$1,382 10		$1,250 1	$1,300 1	$1,979 10	
Allied Health Professions			$1,246 2				$2,070 1	
Biological Sciences	$1,791 1		$1,583 1		$1,500 1		$2,047 5	
Chemistry			$1,517 3	$2,069 2			$2,009 24 $2,390 $1,400	
Computer Science	$2,091 41 $2,250 $1,958	$1,891 44 $2,300 $1,458	$2,207 95 $2,517 $1,750	$2,262 172 $2,500 $2,000	$2,214 14	$2,130 5	$2,272 44 $2,425 $2,150	$2,213 104 $2,450 $1,950
Mathematics	$1,791 3	$1,852 12	$1,787 5	$2,223 21 $2,400 $1,800	$1,775 2	$2,375 2	$1,661 2	$2,147 13
Other Physical & Earth Sciences			$1,270 2	$2,313 9	$2,250 1		$1,945 9	$2,125 1

[1]Category name change. See enclosed definitions. [2]New category. See enclosed definitions.

ectrical &[1] Electronic ch. & Equip.	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Utilities—Public (incl. Transportation)	GOVT & NONPROFIT: Federal Government	Local/State Government	Nonprofit Orgs. & Educational Institutions
267 11					$2,483 2	$1,833 1	$1,913 18		$2,417 1
430 30 558 300	$2,447 42 $2,575 $2,367	$2,461 39 $2,550 $2,333	$2,435 2	$2,560 140 $2,675 $2,367	$2,310 8	$2,380 11	$1,825 14	$2,000 3	
181 8	$2,450 1	$2,292 6	$2,104 4	$2,510 28 $2,725 $2,375	$2,003 41 $2,100 $1,850	$2,117 35 $2,381 $1,833	$1,871 27 $2,048 $1,559	$1,849 150 $2,000 $1,625	
375 609 525 208	$2,430 11	$2,445 26 $2,625 $2,310	$2,388 19	$2,468 90 $2,625 $2,300	$2,431 73 $2,633 $2,100	$2,367 213 $2,516 $2,200	$1,884 332 $2,233 $1,559	$2,004 20 $2,350 $1,575	$2,227 12
				$2,625 2	$1,750 2	$2,463 2	$1,977 3	$1,750 1	
262 61 500 108	$2,421 37 $2,525 $2,208	$2,338 27 $2,425 $2,200	$2,316 11	$2,469 3	$2,142 13	$2,272 26 $2,500 $2,101	$1,842 42 $1,983 $1,559	$1,450 1	$2,607 2
323 218 500 125	$2,314 41 $2,500 $2,227	$2,416 44 $2,625 $2,166	$2,298 32 $2,450 $2,150	$2,508 116 $2,675 $2,250	$2,187 15	$2,353 86 $2,500 $2,208	$1,893 129 $2,142 $1,559	$1,776 6	$2,035 2
391 11		$2,290 4	$2,337 21 $2,433 $2,150	$2,544 3	$2,100 1	$2,450 1	$1,900 4		
		$2,083 1		$2,250 1			$1,199 1		
230 4			$2,499 1	$2,250 1	$2,233 4	$2,368 18	$1,840 4		
700 1		$2,650 1		$2,778 159 $2,900 $2,423	$2,750 1	$2,700 1			
201 47 350 000	$2,403 3	$2,575 2	$2,045 3	$2,840 4	$1,500 1	$2,200 4	$2,030 5	$1,999 6	$1,875 1
	$1,679 28 $2,300 $1,300	$1,734 2		$2,525 1	$1,200 2		$1,239 7	$1,275 2	$1,177 4
000 1						$2,295 1	$1,534 2	$1,587 2	$1,494 2
		$ 900 1			$1,500 1	$1,478 4	$1,199 1	$1,250 1	
	$2,269 4			$1,997 6	$2,000 1			$1,646 1	$1,317 2
278 105 541 000	$1,935 3	$2,275 6	$2,154 12	$2,262 71 $2,450 $2,100	$2,187 37 $2,500 $1,808	$2,220 55 $2,500 $1,833	$1,904 59 $2,178 $1,486	$1,537 6	$1,827 14
446 7		$2,250 1		$2,269 4	$1,959 2	$2,539 3	$1,569 14	$1,733 3	$1,700 1
504 1		$2,300 1		$2,246 7	$1,550 5		$1,630 8	$1,080 1	$1,167 1

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1986	Number of Offers March 1985	Average $ Offers March 1986	Average $ Offers July 1985	Percent Change in $ Offers from July 1985	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	293	311	$2,146	$2,055	4.4%	$2,475	$2,167	$1,833
MBA—Nontechnical Undergraduate								
Less than 1 year	286	357	2,247	2,382	— 5.7	2,750	2,210	1,791
Over 1 to 2 years[2]	85	65	2,397	2,690	—10.9	2,916	2,350	1,833
Over 2 to 4 years[2]	63	54	2,657	2,840	— 6.4	3,333	2,666	1,917
Over 4 years[2]	40	51	2,580	2,845	— 9.3	3,333	2,646	1,791
MBA—Technical Undergraduate								
Less than 1 year	47	78	2,557	2,537	0.8	3,083	2,500	2,167
Over 1 to 2 years[2]	15	12	2,668	2,812	*	*	*	*
Over 2 to 4 years[2]	18	11	2,887	2,934	*	*	*	*
Over 4 years[2]	6	16	3,180	2,913	*	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	43	52	2,279	2,454	— 7.1	2,791	2,167	1,875
Administration (incl. Public, Hospital, etc.)	5	17	2,071	2,223	*	*	*	*
Industrial Mgmt. (incl. Industrial Admin.)	9	16	2,332	2,405	*	*	*	*
Humanities and Social Sciences								
Humanities	16	29	1,421	1,514	*	*	*	*
Social Sciences	17	50	1,580	1,771	*	*	*	*
Engineering								
Chemical	51	63	2,667	2,596	2.7	2,925	2,680	2,500
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	63	92	2,446	2,363	3.5	2,833	2,500	2,100
Electrical (incl. Computer Engrg.)	247	363	2,821	2,727	3.5	3,040	2,838	2,575
Industrial	23	34	2,694	2,469	9.1	3,000	2,583	2,417
Mechanical	133	181	2,699	2,621	3.0	3,000	2,700	2,330
Metallurgical (incl. Metallurgy & Ceramic Engrg.)[3]	22	17	2,678	2,517	6.4	3,050	2,667	2,480
Nuclear (incl. Engrg. Physics)	4	12	2,956	2,582	*	*	*	*
Sciences								
Chemistry	9	10	2,218	2,177	*	*	*	*
Computer Science	141	152	2,730	2,584	5.7	3,000	2,783	2,250
Geology & Related Geological Sciences	26	71	2,495	2,572	— 3.0	2,830	2,750	1,500
Mathematics	19	12	2,662	2,337	*	*	*	*
	1,681	2,126						

Doctoral Candidates

Engineering								
Chemical	44	52	$3,512	$3,405	3.1%	$3,792	$3,500	$3,333
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	5	7	3,121	2,507	*	*	*	*
Electrical (incl. Computer Engrg.)	35	37	3,769	3,542	6.4	4,330	3,800	3,080
Mechanical	18	23	3,501	3,168	*	*	*	*
Metallurgical (incl. Metallurgy, Materials Engrg. / Science & Ceramics)[3]	20	15	3,519	3,260	7.9	4,000	3,458	3,333
Sciences								
Chemistry	46	63	3,016	3,032	— 0.5	3,400	3,113	2,048
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	4	8	3,190	2,977	*	*	*	*
Physics	30	20	3,485	3,176	9.7	4,000	3,575	2,917
	202	225						

[1]One year or less of full-time, nonmilitary employment unless otherwise indicated.
[2]Years of previous full-time, nonmilitary employment.
[3]Previously reported under "Sciences" heading.
*Not computed for fewer than 20 offers.

OCCUPATIONAL CLASSIFICATION DEFINITIONS

ADMINISTRATIVE & MANAGEMENT-RELATED OCCUPATIONS

Accountants & Auditors - Includes occupations primarily concerned with planning and administering accounting services, advising on accounting problems, and planning and conducting audits of accounts of industrial, governmental, and other organizations and private individuals.

Business Administration - Includes all nontechnical positions of a management and management-support nature such as administrative assistant, purchasing agent, secretaries (4-year degree), etc. Supervisors of production occupations are classified under Production Occupations.

Financial Analysts - [Formerly Finance & Economics on which December 1984 and July 1985 data are based.] Includes occupations involving examining, analyzing, and interpreting financial data affecting investment programs. May perform research and make analyses relative to losses and adverse financial trends and suggest remedial measures.

Management Trainee - Performs duties under direction of experienced personnel to gain knowledge and experience required for promotion to managerial position.

Personnel & Labor Relations - Includes occupations primarily concerned with implementing management policies related to personnel administration and labor relations by performing activities such as representing management or labor in collective bargaining procedures; participating in programs of recruitment, selection, placement, training, compensation, and promotion and separation; and conducting vocational training, rehabilitation, and other employment development programs.

COMPUTER & MATHEMATICAL OCCUPATIONS

Computer Programmers - [Formerly included under the combined category of EDP Programming Systems. It is now presented as a separate category.] Includes occupations concerned with writing specific programs by breaking down each step into a series of coded instructions using one of the languages developed especially for computers. Also includes testing the operation of the programs, and preparing instruction sheets for the computer operator who will run the programs.

Computer Scientists (incl. Systems Analysts) - [Formerly included under the combined category of EDP Programming Systems on which December 1984 and July 1985 data are based.] Includes occupations concerned with utilization of the computer in the analysis and solution of business, scientific, engineering, and other technical problems. Includes analyzing computer systems, and providing advice on availability and use of electronic data-processing resources, capabilities, and technological development.

Mathematicians/Statisticians - Includes occupations concerned with the development of methodology in mathematical concepts, mathematical statistics, and the application of original and standardized mathematical techniques to the solution of specific problems and situations. Includes the use of statistical tools for planning and conducting surveys and censuses, developing questionnaires, evaluating reliability of sources of data, preparing tables and graphs, and writing reports on sources of data. Also includes positions involving the application of mathematics, probability, statistics, principles of finance and business to problems in life, health, social, and casualty insurance, annuities, and pensions.

MARKETING & SALES OCCUPATIONS

Advertising/Marketing - [December 1984 and July 1985 data are from the former category Merchandising, Sales Promotion.] Includes occupations concerned with planning, organizing, and directing advertising activities as well as occupations involving soliciting business for display or classified advertising, selling art work to advertising agencies or individual firms for use in composing advertising material, and selling advertising time on radio and television programs. Also includes occupations concerned with formulating marketing policies, identification of target markets, conducting market research, and directing sales activities of an organization.

Retail/Wholesale Sales - [December 1984 and July 1985 data are from former category Sales—Non-technical.] Includes occupations concerned with selling commodities in wholesale and retail establishments as well as occupations involving selling products of manufacturers to wholesale and retail establishments.

Technical Sales - Includes occupations concerned with sales activities requiring specialized knowledge of the technology of the composition, utilization, and maintenance of the goods or equipment sold; selling scientific and technical products and services of a chemical, mechanical, electrical, or electronic nature or light, heat, and power services; advising customers on the application, installation, and operation of technical equipment; and preparing or arranging for preparation of financial and operational estimates to show cost reduction or efficiency increase resulting from proposed changes in materials, machines, or methods.

ALL OTHER OCCUPATIONS

Communications Occupations - Includes occupations involving editing, writing, reporting news items and features, announcing, and publishing of all types. It also includes occupations involving promoting or creating goodwill for individuals or organizations by writing or selecting favorable material and releasing it through various communications media. Not included is public relations work involved with marketing a product or service. Those occupations would be classified in the category of Advertising/Marketing.

Engineers (Engineering Degree Required) - Includes occupations concerned with the application of physical laws and principles of engineering for the development and utilization of machines, materials, instruments, processes, and services. Engineering technologists are also included in this group.

Farm & Natural Resources Management - Includes agriculture and food scientists involved in the application of scientific principles to problems related to food and fibre, and horticulture. Also includes forestry and conservation scientists involved in the development, production, conservation, and utilization of the natural resources of forests; protection of resources against fire, insects, diseases, floods, and erosion; discovery and interpretation of principles and facts upon which the management of forest land rests; and development of new, improved, or more economic scientific methods, practices, techniques, and instruments necessary to perform such work.

Health-Related Occupations - Includes occupations in the allied medical professions such as physical, occupational, music, and speech therapists; also medical technologists, medical laboratory assistants, and nurses (4-year degree).

Insurance & Real Estate Occupations - Includes occupations involving selling life, endowment, fire, accident, and other types of insurance to clients, and determining if applicants are good risks. This group also includes occupations involving renting, buying, selling, and appraising property on behalf of clients.

Production Occupations - [Formerly Manufacturing & or Industrial Operations on which December 1984 and July 1985 data are based.] Includes occupations concerned with actual production operations, such as production planning, scheduling, expediting, or quality control. It also includes occupations concerned with the supervising of these functions.

Researchers-Nonscientific - Includes occupations involving research in nonscientific areas such as opinion research, media and editorial research, and paralegal positions.

Researchers-Scientific - Includes occupations concerned with the application of scientific knowledge to the conduct of research and development.

Social Workers & Recreational Workers - [Formerly Community & Service Organizations Work on which December 1984 and July 1985 data are based.]

(Continued)

Includes occupations involving counseling and giving aid to individuals and families requiring assistance of social service agencies. Also included are occupations involving organizing and supervising social, recreational, and cultural activities.

Transportation & Distribution Occupations - Includes occupations concerning the operating and controlling of equipment used to transport people or materials using vehicles. It includes actual delivery, physical transportation, warehousing, and storage. Includes such positions as utilities dispatchers, flight attendants, pilots, traffic controllers, distribution managers, and traffic managers.

EMPLOYER CLASSIFICATION DEFINITIONS

BUSINESS

Accounting - Includes firms engaged primarily in public accounting.

Banking, Finance, & Insurance - Includes finance firms such as banks and trust companies, other credit agencies, holding (but not predominantly operating) companies, other investment companies, brokers, and securities and commodity firms. All types of insurance firms, agents, and brokers, and real estate agencies, title companies, and developers are also included.

Merchandising & Services - Includes establishments engaged in services other than manufacturing products. Examples are: retail wholesale establishments, distributors of all types, hotels, restaurants, amusement, entertainment, and recreational facilities (other than government), advertising agencies, car rental agencies, printing and publishing firms, media services (i.e., radio, television, newspaper), equipment repair and maintenance services, computer services (i.e., systems analysis, software time sharing, data processing).

MANUFACTURING

Aerospace - Includes establishments primarily engaged in manufacturing guided missiles and space vehicles and other aerospace equipment and related components. Research and development and other services on or for guided missiles and space vehicles are included in this industry.

Automotive & Mechanical Equipment - Includes establishments primarily engaged in manufacturing or assembling passenger automobiles, trucks, commercial cars and buses, and special purpose motor vehicles. Manufacturers of parts and accessories for this equipment are also included. Also included are establishments engaged in manufacturing machinery and equipment powered by built-in or detachable motors with the exception of electrical household appliances. Included are: engines and turbines; farm and garden machinery and equipment; construction machinery and equipment; industrial mechanical equipment having detachable electric motors such as pumps, refrigeration, heating, and ventilation equipment.

Building Materials Mfrs. & Construction - Includes establishments primarily engaged in the construction of dwellings, office buildings, stores, farm buildings, and other projects of a similar character. Additionally contractors of heavy construction (i.e., bridges, highways, dams, etc.) are included. Establishments engaged in the manufacture of building materials also belong in this category.

Chemicals, Drugs, & Allied Products - Includes establishments producing basic chemicals and manufacturing products by predominantly chemical processes to be used for the following: 1) in further manufacture (i.e., plastics, synthetic fibers, dyes); 2) for ultimate consumption (i.e., drugs, cosmetics, soaps); 3) as supplies for other industries (i.e., paints, fertilizers, pesticides, explosives).

Computers & Business Machines - Includes establishments primarily engaged in manufacturing electronic computers and peripheral equipment intended for use in electronic computer systems. Electronic computer systems contain high-speed arithmetic and program control units, on-line information storage devices, input-output equipment, terminals, data communication devices, and punched card equipment. In addition to providing technical manuals necessary for the operation and maintenance of the equipment, establishments in this industry usually furnish general purpose computer programs and basic operating systems programs needed for effective use of the computer system. Establishments primarily engaged in manufacturing desk calculators, cash registers, accounting machines, and similar equipment are also to be included in this category.

Electrical & Electronic Machinery & Equipment (incl. Communications Equipment) - Includes establishments engaged in manufacturing machinery, apparatus, and supplies for the generation, storage, transmission, transformation, and utilization of electrical energy. This category also includes manufacturers of electronic communication and detection equipment, as well as electronic components—more specifically, electronic radio, telephone, telegraph, and television equipment and components, semiconductors, and circuits. The manufacture of household appliances is included in this group, but industrial machinery and equipment powered by built-in or detachable electric motors is classified in Automotive and Mechanical Equipment.

Food & Beverage Processing - Includes establishments manufacturing or processing foods and beverages for human consumption, and certain related products, such as tobacco, manufactured ice, chewing gum, vegetable and animal fats and oils, and prepared feeds for animals and fowls.

Glass, Paper, Packaging, & Allied Products - Includes manufacturers of: 1) glass containers, flat glass, glassware, and other glass products (i.e., droppers, test tubes, ornaments, etc.); 2) pulp, paper, and paper products (i.e., tissues, cardboard, bags, envelopes); 3) packaging materials made of glass, paper (i.e., boxes, cartons, tubes) as well as plastic and metal containers.

Metals & Metal Products - Includes establishments engaged in the smelting and refining of ferrous and nonferrous metals from ore, pig, or scrap, in the rolling, drawing, and alloying of ferrous and nonferrous metals, in the manufacture of castings and other basic products of ferrous and nonferrous metals, and in the manufacture of nails, spikes, and insulated wire and cable.

Petroleum & Allied Products (incl. Natural Gas) - Includes establishments primarily engaged in exploration, drilling, well operation and maintenance, operation of cycle plants for both oil and natural gas, and mining and extraction of oil from oil sands and oil shale. This group also includes establishments engaged in petroleum refining, manufacturing paving and roofing materials, and compounding lubricating oils and greases from purchased materials.

Research &/or Consulting - Includes establishments primarily engaged in laboratory or other physical research and development on a contract or fee basis. Also included are establishments primarily engaged in furnishing a wide variety of general or specialized consulting services in any field. Include engineering firms where design and construction are not part of the firm's responsibilities. Not included are research and development laboratories of companies which manufacture the products developed from their research activities. These are classified the same as the manufacturing establishments they serve.

Utilities—Public (incl. Transportation) - Includes establishments engaged in the generation, transmission, and/or distribution of electricity or gas or steam. Such establishments may be combinations of any of the above three services. Also included are establishments providing transportation (trucking, railroads, airlines, package delivery, shipping [water]).

GOVERNMENT & NONPROFIT

Federal Government - Includes all Federal agencies and civilian positions with the armed services.

Local/State Government - Includes all township, county, city, and state government positions.

Nonprofit & Educational Institutions - Includes nonprofit organizations of all types no matter what the service or product. It also includes establishments furnishing formal academic or technical courses: correspondence schools, commercial and trade schools, and libraries.